

POLICE

June / July 2019



GOVERNMENT PLEDGES TO PROTECT POLICE DRIVERS

PFEW campaign pays off as Home Secretary says changes will take into account police driver training – now he's urged to act soon



POLICE

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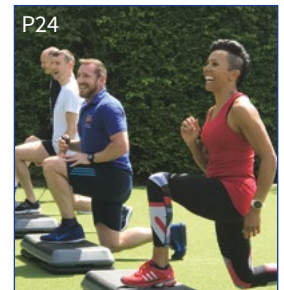
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Editorial
June /
July 2019

Catherine Feast,
Editor

In or out, time to listen to the public

By the time you read this the Tory leadership campaign will be in full swing.

Love her or loathe her, Theresa May was given an impossible task, thwarted it seems at every step by her fellow MPs, who have shown themselves to be self-serving and not at all interested in doing what the majority of the public has asked them to do.

David Cameron held a vote, didn't like the result, so walked away to leave someone else to clean up the mess. And since then politicians have been arguing the toss on what the public wants.

But whether we are 'in' or 'out', we know the public want better social cohesion, a properly funded police service, fully-functioning health system and support in the community for elderly or sick relatives. They want a safe environment, an education system, improved roads and affordable public transport. They want employment opportunities and a roof over their heads. And the public want time, effort and investment in all these things; that won't change, regardless of Brexit.

I'm sure that in the coming days many candidates will pledge investment in all of these, not least policing and crime. But while politicians continue to promise change while ignoring what's staring them in the face, it just confirms to the public how out of touch they are.

Not many of us can just quit a job and walk away when something doesn't go our way, least of all officers who are sent to pick up the pieces of a broken society. So let's hope whoever gets the hot seat next will get the job done quickly so that focus can be given to where it really matters instead of us being forced to sit in a stagnant pool of obsequious political mire.

 Follow the Federation @pfew_hq

PTSD widespread in policing, says report



Picture © Jeff Gilbert / Alamy

A new study which shows that more than one in five officers are currently suffering from post-traumatic stress disorder (PTSD) should be a wake-up call for the Home Office and senior police leaders.

Policing: The Job and The Life is a survey of 17,000 police officers from 47 forces across the UK; it was carried out by Cambridge University between October and December 2018 and published in May, with funding provided by Police Care UK.

The report found that:

- 21 per cent of officers who responded reported symptoms consistent with PTSD or the more severe Complex PTSD (CPTSD)
- 73 per cent of those with PTSD or CPTSD will be unaware that they have it
- 66 per cent of those reported a psychological or mental health issue which they felt was a direct result of police work
- 69 per cent of officers feel that trauma is not well managed in their force
- 93 per cent still go to work even when suffering from a work-related psychological issue.

The figures echo the latest *Demand, Capacity and Welfare Survey* by the Police Federation of England and Wales (PFEW), which also found evidence of widespread, repeated exposure to

trauma within the police workforce. Two thirds of our members experienced at least one traumatic incident in the previous year, and a similar number were physically attacked on duty in the past 12 months.

Police officer numbers have been cut by 22,000 since 2010, increasing the stress and pressure on those who remain. Unsurprisingly, 44 per cent of officers view their job as being very or extremely stressful.

PFEW Vice-Chair Ché Donald said: "We have said this repeatedly and now respected academics are saying it – police officers are at breaking point, and something must be done right now. If officers are breaking, then how can we expect them to adequately serve and protect the public?"

He added: "We need significant, centrally-funded investment and we need it now. These figures must serve as a wake-up call to the Government to act before it's too late. The Government is letting down its servants of the crown."

The Cambridge University survey found that police officers and staff score significantly lower on World Health Organisation (WHO) wellbeing indices than other sectors. The average sickness absence is 20 days over a year, with 'health problems caused or made worse by work' cited as most frequent reason for calling in sick.



View from the chair

John Apter, National Chair, Police Federation

We are a vital force for change

It was heartening to learn that finally the Government has listened to what the Federation has been campaigning for for many years. The recent announcement by the Policing Minister of the intention to change legislation so that police drivers, as a result of their comprehensive training, would be better protected by law, is great news.

In our centenary year this is a fantastic campaigning victory for the Federation and our members. Irrespective of the length of time it's taken the Government to act, it shows how a persuasive argument, with compelling evidence, will invariably result in change. We are still not quite there, but this is still a significant step forwards, and more support than we've previously had.


It also clearly demonstrates what is best about the Federation, as a force in bringing about change for the benefit of all who work in the police service.

Change like this at times can seem to be ridiculously slow. That's why it's important that the Federation campaigns to bring about change not only for our members, but also for the benefit of the public.

Another area of work we are pushing is a reform of the sentencing guidelines. The often soft sentences we see being handed down to violent offenders who attack police officers must be stronger.

The current sentencing guidelines need to be changed so that those who attack police officers receive more appropriate sentences. I will do all I can to bring about that change, and I am pushing the Home Secretary and others to do the right thing on behalf of our colleagues who demand to see justice done.

Government – are you listening?

 Follow me on Twitter @PFEW_Chair

Campaign gains legal

The Police Federation of England and Wales (PFEW) has welcomed assurances that police drivers will be afforded protections in law – but the message to the Government is: don't just talk, get on and do it.

Sajid Javid, the Home Secretary, issued a Written Ministerial Statement on May 2 promising to correct a gross unfairness which leaves police drivers vulnerable to prosecution whenever they drive outside of the 'careful and competent driver' common legal standard.

The PFEW has been campaigning for more than seven years to highlight the absurdity of officers being taken to court for following their training and in some cases held accountable for the reckless actions of the criminals they pursue.

Much-needed change

PFEW National Chair, John Apter, said: "It's good that Her Majesty's Government has agreed to a much-needed change in legislation to reflect police driver training. This is a positive step, but sadly too late for officers who have had their lives turned upside down and faced lengthy court proceedings for simply doing the job they have been trained to do.

"What now needs to happen is meaningful action – we need the

After a seven-year campaign by the PFEW, the Home Secretary has finally pledged to address the lack of legal protection for police drivers



Picture © Matthew Richardson / Alamy

Government to be bold, prioritise this issue, find the Parliamentary time, and fulfil its promise to police officers and the public."

The Home Office held a public consultation last summer to gauge opinions around the idea of a new driving standard for police officers, which would assess responders against their training.

Fed intervention leaves officers

More than 1,000 officers being deployed on a mutual aid basis for President Trump's forthcoming visit will face better conditions thanks to the Police Federation of England and Wales (PFEW).

PFEW reps have done everything they can to try and secure improvements following last year's debacle, which saw officers expected to sleep on camp beds in a hot, sweaty gym, without proper access to water or toilet facilities.

Officers will now benefit from:

- an allowance of £50 for each night away
- overnight accommodation in a hotel
- properly regulated mealtimes
- access to water at all times

- access to charging points where possible
- welfare vans.

The PFEW will also place reps at briefing locations, and special hotline numbers – 07901 102513 and 02380 478919 – are being provided for members to call 24/7 if they experience any difficulties regarding welfare, food or accommodation (although they should contact their own supervisor in the first instance).

PFEW Operational Policing Lead Simon Kempton said: "We are particularly grateful to Hampshire Federation's chair Alex Charge and secretary Garry Smith, who worked really hard on the issues with the Gold commander and logistics

protection for drivers



Mr Javid said: “We must ensure that the outcome of these changes enables the police to do their job effectively and keep us safe while ensuring that we continue to keep our roads among the safest in the world. I believe that the action we intend to take will do just that, while giving police officers greater confidence that they will be appropriately protected by the

law if they drive in accordance with their training with a view to protecting the public.”

He added that the Government wished to get ahead of emerging threats like moped-related crimes and deterring criminals from thinking they can remove crash helmets to force police to break-off a pursuit. However, the changes can only be introduced when Parliamentary time allows.

Risk to liberty

Pursuits Lead Tim Rogers said the announcement of legislative change was long overdue and deserved to be implemented quickly because officers continue to risk their livelihoods and liberty every day.

He said: “Officers are given an array of tactics to use in the right circumstances. There’s no way they would imagine that by using them they are leaving themselves vulnerable to prosecution. If they are not criminally convicted they could still lose their job by way of gross misconduct. It can have a mental, emotional and physical impact on the officer.

“For the Government to respond with warm words which are not followed by action would be a betrayal of police officers.”

‘better off’ during Trump visit



Policing last year’s Trump visit involved 10,000 officers at a cost of £18m

teams. Last year conditions were clearly unacceptable for many of the near 10,000 officers deployed, many of whom were far away from their homes and families after rest days and annual leave were cancelled.”

Measures may be subject to change due to operational needs, with the exception of the £50 overnight allowance which will be paid regardless.

Last year’s four-day visit by President Trump cost nearly £18m according to the National Police Chiefs’ Council. This year the US President is due to arrive in the UK on June 3 for his state visit, leaving on June 5 before travelling to France for the 75th D-Day anniversary celebrations.

PFEW Chair backs call for commission

The need for a truly independent review of policing, free from any political interference, has been highlighted once again in the wake of a Parliamentary motion to bring back a Royal Commission.

Lib Dem MP Stephen Lloyd put forward a proposal in March to Policing Minister Nick Hurd, calling for a Royal Commission on Policing which would look at the entire structure, function, roles and funding of the service.

Mr Lloyd argued that “policing is too important for politics”, and that the public would be grateful for the new approach – which “wouldn’t cost a lot of time or money” – while improving demand and capacity.

However, Mr Hurd was not persuaded and said there was no need for a Royal Commission, which he described as “outdated and static for such a dynamic situation we are in”, stating instead that the Government could handle the situation itself.

Responding to the debate, Police Federation of England and Wales National Chair John Apter said: “For 20 years, we have been calling for a Royal Commission to enable a detailed review into all aspects of policing – including how to deliver policing, structure, funding and importantly, what the public want and expect from their police service. “Successive governments have said a Royal Commission would cost too much and take too long, but that is just an excuse for continual piecemeal reform which does nothing to help the service the public receive.”

He concluded: “Policing has been kicked around like a political football for far too long. We need to stop and decide as a country exactly what we want from our police service; a Royal Commission would do exactly that.”

The last Royal Commission on police was appointed in 1960.

Whatever Brexit may bring, officers ‘will step up and do what is needed’

Despite uncertainty surrounding the UK’s exit from the European Union, police officers will step up and do what is required to protect the public, whatever the outcome.

That was the response of the National Chair of the Police Federation of England and Wales (PFEW) following a briefing from the National Police Chiefs’ Council (NPCC), which detailed the operational policing, plans surrounding Brexit.

The chiefs gave reassurances that they have prepared for a range of scenarios if the UK leaves the EU without a deal, including planning for potential protest, crime and emergencies.

Full-scale mobilisation

Although they are not predicting it, they have plans to deal with a worst-case scenario, which would require a full-scale force mobilisation with the potential to deploy 10,000 public order-trained officers in the space of 24 hours.

PFEW National Chair John Apter said: “Preparations for Brexit have been ongoing since the referendum in 2016 and we have been working closely with the NPCC and the National Police Co-ordination Centre since that time.

“As was demonstrated by the NPCC’s briefing the operational policing plan is very detailed, and well-developed, given the dynamic nature of the situation.

“And as is only appropriate, the chiefs’ plan covers what might happen in a worst-case scenario; although no one is predicting that this will be the outcome, policing must be prepared.”

NPCC Chair Martin Hewitt led the briefing, which was given to members of the media. During the session it was acknowledged that if a full-scale force mobilisation did occur localised policing services would be affected.

That view was echoed by Mr Apter, who said: “Policing in England and Wales has lost almost 22,000 officers since 2010. We are a service that has been stripped to the bone. If we do see the situation where forces have to deploy significant numbers



Officers policing pro and anti-Brexit campaigners outside the Houses of Parliament

Picture: Michael Meier / Alamy

“If we see the situation where forces deploy significant numbers of officers to other parts of the country, there will be consequences at a local level, and we would appeal to the public for their support and understanding.”

John Apter
National Chair, PFEW

of officers to other parts of the country, there will be consequences at a local level, and we would appeal to the public for their support and understanding.

“Be assured, my colleagues will always do the best they can, but they may well be under increased pressure during this time.”

Chief Constable Charlie Hall, who chairs the NPCC’s group responsible for strategic planning related to Brexit, said we could reach a stage where everyone in policing would be expected to work at an increased pace, with officers having to undertake 12-hour shifts.

He added this would be feasible for the first seven days as they can rotate officers, and in extreme cases forces can look at deprioritising and cancelling training or events.

Mr Apter stressed that whatever happens the welfare of officers must be paramount: “Whatever the outcome of the political negotiations police officers will step up and do what is needed to keep the public safe, just as they do day in, day out.

“Our main focus is for members’ welfare, and we will continue to work closely with chiefs to ensure that’s the priority as they deal with whatever challenges they face over the coming months.”

At least 15 regional forces have put restrictions on leave, while Kent and Hampshire Police have officially asked for mutual aid.

A celebration of our finest

Officers from across England and Wales will be honoured and celebrated at the 24th annual Police Bravery Awards in July. The event, sponsored by Police Mutual, recognises police officers for tremendous acts of courage on and off duty, often putting the safety of others before their own.

Regional winners and an overall national winner will be announced at a special ceremony in front of dignitaries and guests. We're showcasing some of the nominees in this edition; the remaining nominees will be featured in our next edition, and you can watch the event on July 18 live online at policebravery.glasgows.co.uk.



Like every year the standard was incredibly high, with some mind-blowing acts of bravery. We are honoured to be able to hold these awards and share some of the heroic acts that have taken place.

Congratulations go to those nominated, and we thank our judges: Andy Elkington, Company Secretary, Police Mutual; Lady Helen Newlove of Warrington; Martin Hewitt, Chair, National Police Chiefs' Council; Paul Griffiths, President, Police Superintendents' Association; and Ché Donald, Vice-Chair, Police Federation of England and Wales.

AVON AND SOMERSET

Called out to deal with a hammer-wielding attacker



PC Clare Davies

PCs Clare Davies, Yasmin Kingdon, Benjamin Schofield and Emma Sipson responded to reports of a man described as swinging a hammer wildly in the air in the street. Unknown to them, the man had already hit a member of the public on the head with the hammer, and they were worried that he might attack people leaving nearby pubs.

They tried to speak with him to de-escalate the situation, but he didn't respond and got more agitated. There

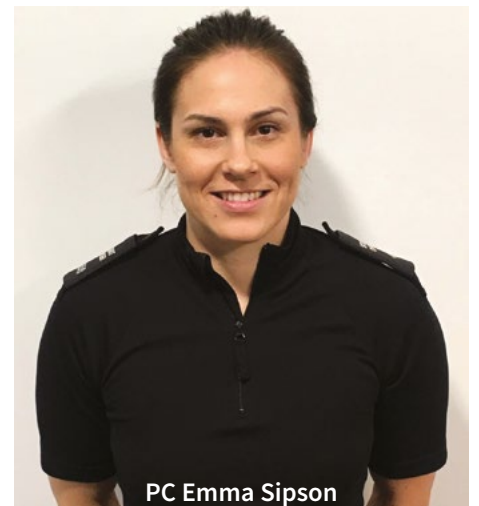
was limited cover to protect the officers, so they continued to talk to him, but he refused to listen and became increasingly angry. After both Taser and Pava failed, the man stopped and threw the hammer with full force at PC Davies, narrowly missing her head. He then tried to punch PC Schofield, as PC Davies Tasered his legs while PC Kingdon deployed the Pava. Together they brought the man down and he was safely detained.



PC Yasmin Kingdon



PC Benjamin Schofield



PC Emma Sipson



CAMBRIDGESHIRE

Welfare check ends in knife threat



PCs Jess Farchica (left) and Natalie Hines went to a welfare check on a man who was thought to be suicidal. While on their way they were told that the man was wanted for kidnap, so after completing their check he was arrested. He immediately became aggressive and threatening towards both officers.

The suspect pushed PC Farchica away and grabbed PC Hines by her uniform, before punching her several times. He grabbed a 12-inch knife and ran towards PC Farchica, pinning her against the back door and raising the knife to her face. PC Hines ran to the front door and pressed her emergency button, while PC Farchica appealed to the man who continued to shout in her face with the knife raised towards her.

The man ran with the knife towards PC Hines who was trapped in the house as the doors were locked. PC Farchica, now free of his grip, deployed Taser to incapacitate him. PC Hines moved in and handcuffed him, before colleagues arrived to help.

DERBYSHIRE

Officer detains forecourt knifeman

PC Kimberley Wheldon was refuelling a police car at a petrol station when two men started to argue, and one stabbed the other in the neck with a knife.

Without hesitation PC Wheldon detained the man, handcuffed him behind his back and put him in the police car before giving first aid to the victim. The offender was searched when other officers arrived and when the area behind his hands was checked, what looked like a firearm was partially hidden in the crease of the seat. It was later found to be a BB gun.

The suspect was significantly larger than PC Wheldon and had previous for assaulting police.



CHESHIRE

Bridge jump leads to river rescue for officers

PC Richard Connolley and a colleague were dispatched to reports of a suicidal woman who had suggested to her family that she was going to harm herself. CCTV showed her sitting precariously on top of the railings on the Handbridge Suspension Bridge. The officers quickly arrived and started trying to build a rapport with her, when she jumped from the bridge into the fast-flowing river.



She began to struggle and quickly became lifeless, so PC Connolley went into the water using a flotation aid. With the help of other officers who held onto the flotation aid guide rope, PC Connolley swam out to the woman, and gripped hold of her keeping her head above water. But the guide rope the officers were holding snapped, putting the lives of both the woman and PC Connolley at risk.

The second officer quickly waded into the river and was able to grab hold of PC Connolley and pull them both towards safety.



CLEVELAND

PC's chase to stop machete man

PC Steven Bolsover was nearing the end of his night shift when he responded to reports of an irate man with a machete banging on the door of a vulnerable person. The man was already wanted for several other offences, including serious wounding and threats to kill.

Working alone, PC Bolsover went to the address and spotted the man, still armed with a machete. The officer ran towards him, but he ran off into the housing estate. The chase lasted around

10 minutes and although other officers had answered the call for help, they were still some distance away.

PC Bolsover caught up with the man who stopped, turned towards the officer and threatened to slash him. Despite this PC Bolsover carried on, trying unsuccessfully to Taser the offender. In desperation the man ran through a house still armed with the blade, with PC Bolsover close behind. He eventually detained him on a garage roof.



DURHAM

Split-second decision saves man from path of train

A man had signalled that he wanted to kill himself by either jumping off a bridge or in front of a train. During a search of his home officers found information to suggest his whereabouts.

PC Brian Dawson went to the area and a woman said she had seen the man sitting on the railway, drinking a can of lager. PC Dawson followed her directions, while the communications dispatcher tried frantically to stop all trains on the line.

The officer tried to speak to the man from the other side of a fence as the line



was still active. He heard the vibration of a train approaching. He looked up and saw a train coming in his direction and had to make a split-second decision.

PC Dawson climbed over the fence and ran towards the man, who had made no effort to move. He managed to drag the man across the line away from the oncoming train, which was almost upon them. This was done with no time to spare – as soon as he moved the man, the train passed them.

GREATER MANCHESTER

Officers injured by robber in knife attack



A member of the public reported seeing a man enter a shop and could hear shouting and screaming coming from the building. He believed a robbery was happening.

PCs Stephen Lamb (left) and Andrew McCoombes arrived within three minutes of the call and saw the offender climbing out of the shop with a basket full of goods. He made his way down the side of the shop and was chased by PC Lamb.

There was a struggle as PC Lamb tried to detain the man, who then produced a kitchen knife and swung it at PC Lamb several times, injuring him as he tried to escape.

PC McCoombes also tried to restrain the man, but his hand was injured. After managing to restrain the man, other officers arrived. At the side of the shop a damaged kitchen knife was discovered, which had broken due to the ferocity of the attack.





DYFED POWYS

Search for car ends with tragic river rescue attempt



A car was reported to have been stolen with a two-year-old child in it. Extensive searches of the town and surrounding areas took place, but the car was later found submerged and out of sight in the River Teifi. It had been located by the NPAS helicopter, which guided officers to its location.

PC Nick Allen and PCSO Caryl Griffiths entered the deep water to try to save the child, despite instructions not to do so. The river was fast-flowing and extremely cold, with hazardous conditions. PC Allen entered the river fully clothed and waded through the water using a rope, fighting strong currents as he did so. PCSO Griffiths who was also fully clothed dived into the water and swam to the submerged vehicle. They both managed to climb on its roof and worked together to smash a window, before quickly removing the young child.

Sadly, the child died despite the best efforts of the officers, other officers at the scene and medical professionals.



GLOUCESTERSHIRE

Elderly couple escape house fire threat

DI Wayne Usher was off duty and taking a run before work when he spotted smoke and a fire at the back of a house. As he approached the house, he saw several neighbours and was told that an elderly couple were believed to be inside.

After confirming that the fire service had been called, DI Usher knocked on the door and was met by a confused elderly gentleman. DI Usher led the man outside, before returning to collect

his wife. He helped the lady downstairs and tucked the family dog under his arm.

The fire service arrived, and DI Usher updated them that he had removed two people, before carrying on with his run. After work DI Usher returned to the house to check on the couple, who were grateful for his help. The fire was believed to have started in the garage, which was just inches from the house.



LINCOLNSHIRE

Duo save violent offender from smoke-filled flat



A woman called the police to report being assaulted by her boyfriend at their flat. He had self-harmed and cut his own throat, before holding a knife against her throat saying: "We are going to die together." He had locked himself in the bathroom with a knife and had started a fire.

PC William Murphy (left) and Sgt Nicholas Waters forced open the front door. Smoke was escaping, so their first thought was to bring the woman to safety away from the building and then force open the bathroom door.

The officers did this knowing that the man had a knife so was unlikely to want to be rescued, but also knowing his previous offending history. Sgt Waters knew he was violent and had a previous conviction for manslaughter. Despite the dangers of the fire and the violent knife-wielding man, they forced entry to the bathroom to save him as smoke billowed out. The officers attempted to put out the fire before searching the flat and then with other officers evacuated the block of flats.





LANCASHIRE

Team effort to save woman in car park suicide bid

PCs Daniel Holmes, Graham Kenward, Jonathan Paterson, Laura Pepper, Gary Roberts and SC Colleen Gaynor responded to calls that a woman with a history of mental health issues and suicidal tendencies had left hospital and was likely to end her life. Officers found her sitting on a multi-storey car park wall with her legs dangling over a high drop.

PCs Paterson and Pepper (who was SC Pepper at the time) tried to persuade her to move, but instead she moved from sitting to hanging off it. They grabbed her, and all held her there, as the

height of the car park wall stopped her from being dragged to safety. The officers had to climb onto the wall, grab the woman and keep hold of her as well as hold on to each other.

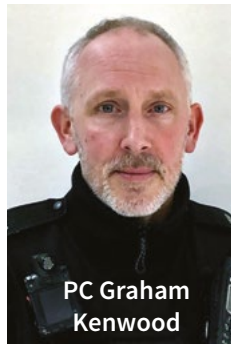
It was raining, making everything slippery and the officers were concerned that the clothing they were holding on to was starting to give and stretch. They carried on holding her despite discomfort and pain while trying to reassure her. After about 25 minutes a specialist fire crew arrived with an aerial ladder platform and she was brought back to safe location.



PC Daniel Holmes



PC Gary Roberts



PC Graham Kenwood



PC Jonathan Paterson



PC Laura Pepper



SC Colleen Gaynor

NORTH WALES

Speedy arrest of armed robber

Police received a call that a petrol station had been robbed by an offender with a knife, so PC Gareth Jaggard and two other officers responded. Using his local knowledge, PC Jaggard got out of the police vehicle on the way to the scene to try to intercept the suspect.



The other officers carried on to the petrol station to help the victim, who was traumatised by the incident. PC Jaggard quickly found the suspect climbing over a wall fleeing from the petrol station. The officer knew the suspect had a knife but managed to contain him by talking and using Taser. He pressed the red button on his radio to help other officers find his location.

PC Jaggard was joined by colleagues who arrested the suspect just six minutes after the original alarm call. Using the officer's observations of the suspect the knife was recovered nearby, as he had heard him drop it.

MERSEYSIDE

Officers tackle gunman

PCs Mark Patterson (below right) and Stuart Bratherton responded to reports of a man brandishing a firearm and threatening a member of the public. They saw the man's car leaving the scene and pursued him, while providing a running commentary so that firearms officers could attend.

The vehicle came to an abrupt stop in a residential street, so the officers were left with a split-second decision – either wait for armed response support or confront the armed suspect and protect the public from a potential gunman on the street.

The officers approached the suspect's car and due to their fast thinking and quick reactions they were able to detain him. They searched his vehicle and found a handgun and an improvised explosive device. Because of the severity of the risk an evacuation was called, and a safety cordon was put in place with the Explosive Ordnance Disposal Team attending.

They confirmed that the suspect bomb inside the vehicle was a "viable explosive device" and needed a robot to carry out a controlled explosion on the site.





METROPOLITAN

Officers clear burning building

PC Neil Dobson was helping colleagues with a search when they noticed a fire in a basement flat over the road. He went straight over to help and confirmed that no one was in. However, there were thick black plumes of smoke pouring from the windows and there were numerous occupied flats in the building.

PC Dobson and his colleagues were let in to the block of flats through the main door and saw the main stairway, which was filling with smoke. Despite the danger, PC Dobson and the other officers entered the building and quickly knocked on doors to get everyone out. When there was no reply, he forced doors open and searched the flat to make sure that everybody was safe. While he was clearing the building, PC Dobson had to go outside twice to get fresh air and avoid the effects of smoke.

Only when he was satisfied that the



building was empty did he and the local officers leave, by which time the flats were full of smoke. PC Dobson then continued his night shift as if nothing had happened.

NORTH YORKSHIRE

Struggle to stop violent knifeman

Police received reports of a man with a knife who was drunk or on drugs, ripping up fence posts and threatening to kick in a door and kill a woman in a nearby house.

PCs Richard O'Connell (below, left) and Craig Davies headed to the scene, where they found a 6ft-tall, heavily built man brandishing a knife, ready to stab anyone who came near. The man and the walls were covered in blood and the officers thought they were at a murder scene.

Concerned that there may be a victim who needed their help, PC Davies used his Taser on the man. He was so big and aggressive that even though Taser was used, the officers still had to grapple him to the ground, helped by a local resident.

During their efforts the officers were attacked by the man's partner, who hurled wine bottles at them. As other officers arrived on the scene, the man was still aggressive as he was put in a police van.



HAMPSHIRE

PC attacked with stick and fire extinguisher

A man was waving a 3ft stick around and walked towards PC Kelly Bartle's police vehicle. She got out of the van and shouted to put the weapon down, but he continued so PC Bartle released PD Chase out of the van.

Fearing that he was going to attack her, PC Bartle deployed PD Chase who jumped at the man who then swung the stick. PC Bartle grabbed it but was struck on the head. The man then grabbed a fire extinguisher and swung it towards the officer, hitting her arm.



He sprayed the fire extinguisher, causing PC Bartle to lose her vision and knocking her glasses off. The man followed PC Bartle as she backed away, so she tried to use her CS spray, but it was ineffective due to the water. The man lifted the fire extinguisher up and smashed it on the police van, smashing the windscreen.

He carried on spraying the officer, who still could not see and was struggling to breathe, until other officers arrived at the scene.



NOTTINGHAMSHIRE

Officers stabbed and slashed in arresting armed burglars

Two offenders fled after a burglary. They crashed their car and ran off armed with large knives.

PCs James Campin, Matthew Crabtree, Jennie Ellse and Catherine Maunder-Green searched the area, with PCs Maunder-Green and Ellse finding both offenders under some bushes. One man managed to escape, while the other attacked the officers with a knife, slashing at PC Maunder-Green and cutting her cheek. He then stabbed PD Quantum several times in the head, so both officers jumped on him and a fight ensued, resulting in the offender's arrest.

PC Campin found the second man in a nearby alleyway, when the man slashed him with a knife, cutting him under the chin. He continued to slash at the officer, and PC Campin was fighting for his life. During the melee he was joined by PC Crabtree, so the offender tried to attack both officers until he was overpowered and arrested.



PC Jennie Ellse



PC Matthew Crabtree



PC James Campin



PC Catherine Maunder-Green

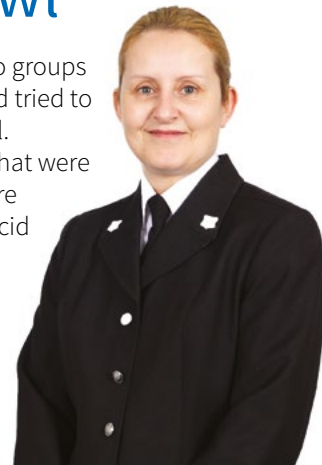
NORTHAMPTONSHIRE

Sprayed with ammonia in gang brawl

PCs Victoria Ballantyne (left) and Karen Canwell were outside McDonalds when they saw two groups of men squaring up to each other inside. PC Canwell put herself between the two groups and tried to move one of them outside. The groups were very aggressive and verbally abused PC Canwell.

A heated disagreement ensued, and one gang left the scene, before returning with bottles that were sprayed with no thought for the nearby members of the public or the officers. Both PCs were severely affected by the substance that was sprayed, which was initially thought to be acid but was later identified as ammonia. Their body worn video footage shows panic from members of the public who had also been affected. The officers ignored their own injuries and immediately helped the members of the public.

Despite PC Ballantyne's discomfort she chased after the culprits but had to stop because of her physical state. She returned to the scene and found water to tend to a person who had been seriously affected by the attack and gave first aid, reassured the victim and minimised the long-term effects of her injuries.



SOUTH WALES

Rescue attempt in treacherous, swollen river

A car had crashed into railings before turning upside down into the River Ely. PC Brett O'Hagan was the first officer at the scene and went into the murky swollen river, starting a treacherous descent down the riverbank.

The car's front windscreen was fully submerged, so PC O'Hagan (right, top) tried a door and the boot, which were locked. He used his ASP to smash the window and through a small gap could see an elderly woman in the driver's seat. As she was upside down her head and shoulders were completely submerged in the water.

PC Paul Roberts made his way down the bank and swam into the water. PC O'Hagan had clambered through the smashed window and pulled the woman out the car. PC Roberts joined him and helped bring her to the river bank, which was steep and muddy.

The officers struggled to make their way up to the embankment with the lifeless woman. Both officers started CPR before paramedics arrived and took over but sadly despite the officers' best efforts the lady died.



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New national awards will celebrate the work of custody officers and staff

Our brand new national awards ceremony to celebrate the work of custody officers and staff in England and Wales will take place on 10 September 2019.

This inaugural event is being hosted by the Police Federation of England and Wales (PFEW) and the National Police Chiefs' Council (NPCC), and sponsored by Police Credit Union.

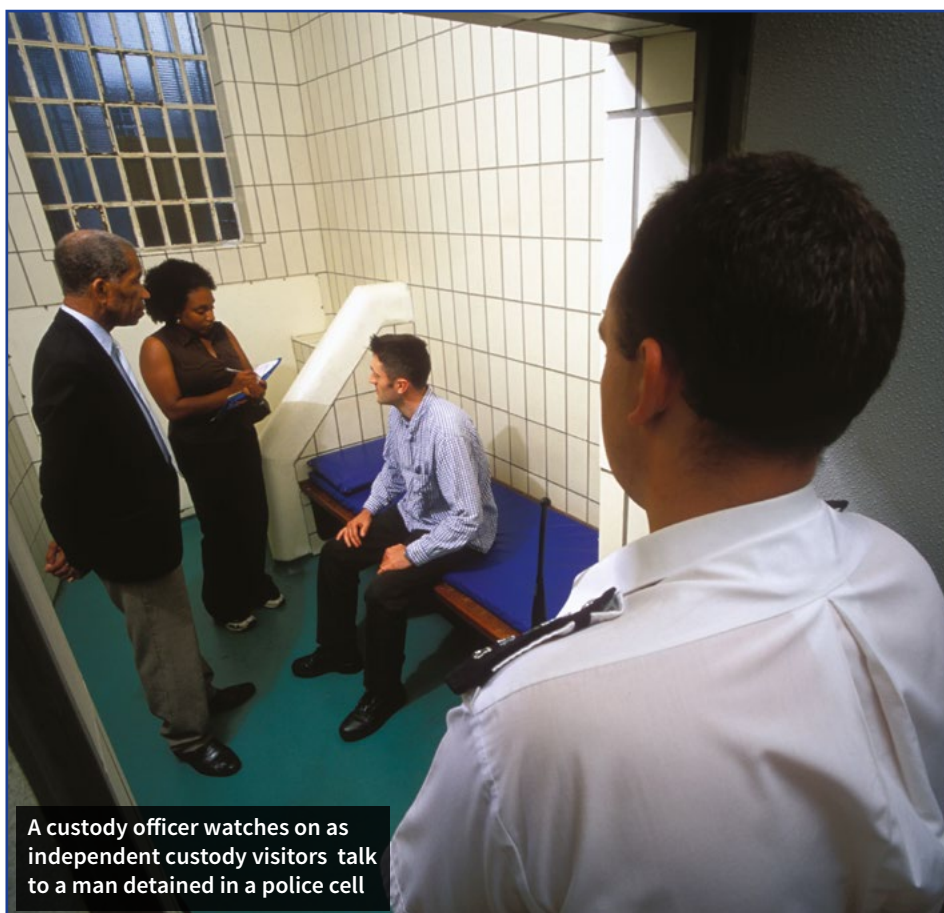
Nominations are now open for the following categories:

- Custody Officer of the Year
- Custody Support Role of the Year
- Custody Team of the Year
- Outstanding Contribution to Police Custody

For the first time, nominations will be made via an online portal, streamlining both the nomination and judging process. Nominations will close on July 17, 2019.

PFEW Custody Lead Clive Knight said: "Custody has always been a hard-to-fill role, and with it being one of the most challenging areas of policing, the situation is not improving. So it is only right that we celebrate all the hard work by custody officers and staff in this most difficult of environments, dealing with some of the most vulnerable people in society. This year we are delighted to announce the inaugural National Custody Awards is being hosted jointly by the PFEW and the NPCC, and will recognise that outstanding work."

ACC Nev Kemp, the NPCC National Custody Lead, said: "I am pleased that the PFEW and the NPCC have joined together to recognise the outstanding work of officers and staff in custody."



A custody officer watches on as independent custody visitors talk to a man detained in a police cell

Custody staff have tremendous responsibilities placed upon them in their pivotal role in the judicial process, and in dealing with and caring for some of the most challenging people in society. We have some outstanding people working in our custody centres and it is a pleasure to recognise and highlight the work of some of them."

The awards will form part of our annual National Custody Seminar, which will take place on 10-11 September.

"It is only right that we celebrate all the hard work by custody officers and staff in this most difficult of environments."

Clive Knight
PFEW Custody Lead

Register now to attend National Police Memorial Day 2019

Preparations for this year's National Police Memorial Day service are well advanced and the team responsible for organising the event at the end of September are looking forward to welcoming those who have attended previous events, in addition to those attending for the first time.

The Memorial Day is open to all who wish to attend, and the annual service remembers police officers who have been killed or died on duty. This year it takes place in Glasgow on Sunday, 29 September. You can register to attend the event by visiting www.nationalpolicememorialday.org

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Telephone: 01372 352000

1 June 2019

On Saturday 9 and Thursday 21 March, systems at the Police Federation of England and Wales (PFEW) main office in Leatherhead were subject to a malware attack which impacted a number of our databases and servers.

We were alerted to the first incident – which only affected PFEW's HQ – by our own security systems, but the second attack affected the majority of our branches as well.

On becoming aware of the attacks, we immediately disconnected our network to stop further spread. Each attack was reported to the National Cyber Security Centre (NCSC), the National Crime Agency (NCA) and the Information Commissioner's Office (ICO).

Following the first attack we instructed BAE Systems, a leading forensics firm, to assist with our response and recovery.

To date there is no evidence any personal data was extracted from PFEW's systems at either HQ or any of our branches. While we consider at this stage the risk of data being extracted or misused is low, at the time we took steps to alert members as to the potential risk at the earliest opportunity.

The complex matter is the subject of a criminal investigation and we have had to liaise carefully with relevant authorities as to the information that can be made public, therefore we were unable to notify members sooner.

If you have any concerns about this issue please email: advice@polfed.org

Yours faithfully

Alex Duncan

PFEW National Secretary



www.polfed.org

NCA's billion-pound bid to battle organised crime



Picture © Jonathan Brody / PA Archives

An additional £2.7bn of funding is needed to tackle the 181,000 offenders linked to serious and organised crime in the UK, according to a report published by the National Crime Agency (NCA).

Organised crime is estimated to cost the UK economy £37bn each year, equivalent to nearly £2,000 per family. The number of offenders – more than twice the strength of the regular British Army – is a conservative estimate, as it only considers known members of organised crime groups and offenders operating on the worst child abuse dark web sites.

Police Federation of England and Wales National Chair, John Apter said: “The report should make for uncomfortable reading for government about the true level of organised crime we are facing in the UK. But given the budget cuts to policing in recent years, it shouldn’t come as any surprise.

“This is the reality of years of austerity where we have seen the number of police officers reduced by almost 22,000 as the number of organised criminals has increased. The NCA is therefore right to

say considerable investment is needed to tackle this cancerous kind of crime at both a local and national level.

Mr Apter continued: “However, we can’t simply go on robbing Peter to pay Paul. What is needed is long-term, sustained investment across all police and law enforcement agencies – otherwise we risk tackling one crime at the expense of another.

Begging bowl

“It’s unacceptable that when funding is needed, policing goes to the Chancellor with a begging bowl and receives nothing more than loose change, and we are then asked to be grateful. This is not the way to keep our public safe.”

NCA Director General Lynne Owens says the Agency requires an additional £650m in annual funding over the next three years, to spearhead the fight which kills more people annually than war, terrorism and natural disasters.

Mr Apter concluded: “The protection of the public is, and always will be, the top

priority for the police, but it must also be a top priority for the Government, or else it will continue to fail communities and we will continue to see crime rise.”

The National Strategic Assessment also shows:

- there are nearly 2.9m accounts registered on the worst child sexual abuse sites on the dark web worldwide – more than five per cent of which are believed to be offenders based in the UK
- the number of referrals to the NCA about online child sexual abuse and exploitation have increased by 700 per cent since 2013
- referrals of potential victims of modern slavery have increased by more than 80 per cent since 2016
- the number of ‘county lines’ drug supply lines has increased from 720 to around 2,000 in a little over a year
- financial losses from fraud soared by an incredible 32 per cent between April and September 2018; there were 3.6 million incidents of fraud reported in England and Wales in 2018.

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Have your say on police pay and conditions

The only survey which captures the views of Police Federation of England and Wales (PFEW) members on pay, conditions and morale launched in June.

Last year's Survey found that more officers than ever have taken second jobs (7.8 per cent) and the vast majority of respondents (87 per cent) do not feel fairly paid considering the stresses and strains of their job.

A staggering 44.8 per cent also said they worry about the state of their personal finances either every day or almost every day. And more than one in nine (11.8 per cent) said they never or almost never have enough money to cover all of their essentials.

PFEW National Chair, John Apter, said: "Our Pay and Morale Survey provides crucial evidence from our members on issues around pay and morale within the service. This year's survey includes specific questions around pay reforms



and members' feedback is really important, as it will be used as evidence in our Pay Review Remuneration Body (PRRB) submission in November.

"The findings provide vital evidence and inform our work on pay and conditions so that we can stand up and fight for our members."

Meaningful data

The survey data is also influences other policing stakeholders – for example, the College of Policing on initiatives such as competency-based pay. Also, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services has welcomed the robust and meaningful data, and use the Survey findings in their national Police Effectiveness Efficiency and Legitimacy (PEEL) assessments. This ultimately benefits federated ranks by ensuring improved management and support systems.

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Federation supports opening of refurbished Flint House gym

Double Olympic Gold medal winner Dame Kelly Holmes has officially opened the refurbished and extended gym at Flint House, one of the police service's rehabilitation centres.

Dame Kelly has a keen interest in both mental illness and physical injury, due in no small part to her well-documented problems – both while still competing and since her retirement from athletics.

Tom McAuslin, CEO of Flint House said: "It was a pleasure and honour to have Dame Kelly open our refurbished gym. As an athlete Kelly was brave and dedicated to her sport, which took its toll mentally and physically. That bravery and her openness has placed Kelly to be an inspirational ambassador particularly for Mental Health suffers subsequently.

"That Dame Kelly has taken time to support us is gratifying, and, at a time when the modern world is placing new challenges both physically and mentally on the police service, shows appreciation for the staff and management of Flint House while emphasising the value of having such a facility available to the police service now, and in the future."



Dame Kelly Holmes joins a group of officers to take part in a lower limb rehab session at Flint House

The official opening on Wednesday, May 15 was attended by Police Federation of England and Wales National Board members Belinda Godwin, Dave Blundell, Zac Madder and Metropolitan Federation Chair Ken Marsh.

Having opened the new gym Dame Kelly took time to meet and talk to officers

attending the centre and also to join a group of officers who as part of their rehabilitation were taking part in a lower limb rehab session.

Each year Flint House provides physical and mental health rehabilitation services for over 3,400 officers.

National Police Wellbeing Service launched



The National Police Wellbeing Service has been created to provide support and guidance for all police forces to improve and build upon wellbeing within their organisation. The Service has been developed for policing, by policing, to meet the unique needs of officers and staff; it was formally launched on April 30.

The service provides practical support for forces in eight key areas:

- dealing with trauma, major incidents and disaster resilience
- psychological screening
- individual resilience
- peer support
- line management

- leadership
- wellbeing at work
- mobile outreach service (Wellbeing vans)

Further details can be found by visiting www.oscarkilo.org.uk

One of the Wellbeing vans and its team of support workers attended the recent opening of the refurbished gym at Flint House enabling attendees to experience at first hand the support and services it can provide. Pictured by the van with Dame Kelly Holmes are National Federation board members Belinda Godwin (Lead for wellbeing) and Dave Blundell.

Survey highlights need for more support for menopause in policing

Nearly half of police officers and staff who are going through the menopause have considered quitting their jobs due to struggling at work with the symptoms.

That statistic (44 per cent) is one of the findings of a ground-breaking survey from the Police Federation of England and Wales (PFEW) into how much the condition affects the working lives of police officers and staff. More than 6,300 respondents took part in the study when it launched in October last year.

PFEW National Board member Hayley Aley said: “Up until now there has only been anecdotal evidence on just how much the menopause affects officers and staff in the police service. The survey was not only aimed at those who have gone, or are going through the menopause, it was also aimed at line managers to give us a better understanding of what kind of support is out there.

Struggling into work

“Sadly, the findings are not surprising – from a support perspective, only 11 per cent of managers have received training, or are aware of policy or guidance on an issue that affects so much of their workforce. Officers and staff do not feel they can be open about what they are going through and would rather struggle to come into work or take leave instead of report sick. The survey results show that there is less than adequate reporting facilities in forces.”

Ms Aley called on forces to recognise the impact that the menopause can have on health and how unwell it can make a team member feel – and every force should add menopause as an option in their sickness absence reporting fields.

Other key findings were that three-quarters (76 per cent) had found menopause symptoms either moderately or extremely problematic at work, and more than eight in 10 agreed

Around a third of female police officers are aged 45 or over, so the menopause is an occupational health issue that could affect thousands of people within the service



Picture © Justin Kaze 2122/Alamy

that tiredness and sleep disturbances were having a detrimental effect.

Only nine per cent of respondents who had called in sick due to menopause symptoms had told their manager the real reason for their absence, and 62 per cent had gone to work despite feeling unwell. The PFEW’s survey also found that 35 per cent of respondents had taken leave or rest days due to their symptoms.

On a more positive note, 86 per cent of managers said they would be confident to support a member of their team

who was experiencing menopause symptoms, though just over one in 10 had received appropriate training.

In England and Wales, around a third of female police officers are aged 45 or over, so the menopause presents an important occupational health issue that has the potential to affect thousands of people within the police service and should not be seen as a niche problem.

The official launch of national and force-level reports will be on June 25, to coincide with PFEW’s national women’s seminar.

Discipline leads from all around the country gathered at the Police Federation of England and Wales (PFEW) Conduct and Performance Liaison Officer (CAPLO) seminar in May to hear a raft of speakers giving updates on misconduct cases, new police regulations and best practice.

They included Victor Marshall from the Superintendents' Association, Michael Lockwood, the Director General of police watchdog the Independent Office for Police Conduct (IOPC), and NPCC Ethics Lead, Chief Constable Julian Williams.

They also heard from solicitors Colin Reynolds and Scott Ingram, the IOPC's Thea Walton and Sarah Wooley, barrister Sarah Barlow, and North Yorkshire Deputy Chief Constable Phil Cain, who spoke about the NPCC's work on tackling disproportionality in misconduct proceedings for BAME officers.

Fears over new guidance

New police guidance about personal relationships in the workplace has sparked concern that it could be 'misused' and end up with more officers facing misconduct charges.

NPCC Ethics Lead, Chief Constable Julian Williams, outlined the proposals (which came into effect on June 3) to PFEW reps at last month's CAPLO Seminar.

Mr Williams said: "We were asked to provide something where people are quite clear about what they are supposed to do if they are involved in an intimate relationship – should they be open about it, or should they keep quiet?"

"The initial College of Policing (CoP) proposals told officers that if they

were in a relationship, they had to tell someone about it right away; now, unless there is a conflict of interest either for yourself or the organisation, you do not have to declare it."

Conflict of interest

He added: "We are not trying to be the moral police; we want people to join the job and enjoy it. People will have relationships, and as long as they do not create a conflict of interest, that's OK."

He also said he hoped it would not become a Regulations matter in the future. The finished guidance, a joint piece of work between the CoP and the NPCC, is the result of more than two years' work and consultation with

'Breakdancer' was hired as part

A breakdancer was hired by a review body during an 11-year investigation into five Metropolitan Police Officers over a 2008 custody death.

The former police watchdog also enlisted a body mechanics expert at a cost of £8,400 to the taxpayer to determine whether musician Sean Rigg 'spun in the back of the police van' on his way to Brixton police station after being arrested, or whether his injuries could have been caused in some other way.

Appalling ineptitude

The revelations were unveiled by lawyer Colin Reynolds who represented the officers and told an audience of Police Federation of England and Wales (PFEW) conduct representatives about what he described as an "appalling catalogue of errors, delays and ineptitude" demonstrated by the then Independent Police Complaints Commission (IPCC).

He accused the IPCC of putting the five officers, who were eventually exonerated in March this year, through an unnecessary ordeal resulting in some of them suffering from depression and PTSD, which also affected their wives and children. The IPCC has since been



The unacceptably lengthy delays in the investigation into the death of Sean Rigg were an unnecessary ordeal for the officers and their families, as well as the family of Mr Rigg

replaced by the Independent Office for Police Conduct (IOPC).

"We must never let this happen again," said Mr Reynolds, partner in Reynolds Dawson solicitors, on the first day of the PFEW Conduct and Performance Liaison Officer (CAPLO) seminar in Stratford-upon-Avon. "We need a new approach, a

on relationships between officers

Officers who form personal relationships in the workplace will only have to declare it if there's a conflict of interest



Picture © Ken Biggs / Alamy

the PFEW, Superintendents' Association and Unison.

PFEW Conduct Lead, Phill Matthews said: "This is now a much more practical approach to appropriate relationships between both officers and staff. We made a lot of representations about the original proposals, which we felt were very draconian. The old version virtually implied that if you wanted to ask someone out for a drink, you had to ask your supervisor for permission first.

"We also had very real fears that it was discriminatory towards the LGBT community who were at risk of being involuntarily 'outed', which clearly is neither fair nor legal. It could also create a climate of fear among officers and staff.

"We are now much happier with the new guidance, but we are still sceptical and understand that there will be concerns that some PSDs may abuse the system.

Not disadvantaged

"We will continue to keep a close eye on how it is being interpreted and implemented to make sure our members are not disadvantaged."

Discipline leads from around the country also voiced their concerns. Ollie Cochran, from the Metropolitan Police Federation, said he feared it would lead to misconduct charges adding: "This should be a common-sense matter and should not need guidance, which could be misinterpreted."

of 11-year investigation into officers



not only a breakdancer, but also a body mechanics expert, who, when he was giving evidence, said he felt badly briefed by investigators about what this was all about."

He added: "I didn't sign up when I took on this job to watch my clients, the officers, being destroyed. And that's what happened in this case – the officers, their wives, their families, and their children. It had such a damaging and debilitating effect on them."

Undermining confidence

In March this year, a misconduct panel finally cleared all five officers. The panel said that "members of the public were likely to be aghast" at the length of the investigation which "risked undermining confidence in the police conduct regime", said Mr Reynolds.

He added: "The death of Sean Rigg was a tragedy, and there was never a single moment that any one of my clients expressed any other view. But it was also a tragedy for the officers, who are now thankfully at the end of the process."

The Sean Rigg investigation took 3,805 days and involved 23 interviews; 25 Disciplinary Notices; three arrests; one Crown Court trial; two Judicial

Reviews; and two IOPC investigations over 10 years, with all five officers totally exonerated of every allegation following a six-week hearing.

The PFEW is mounting a 'Time Limits' campaign to try to end protracted, drawn-out misconduct investigations, by appealing to cross-party MPs in a bid to secure regulation or legislative change.

Following the conclusion of the investigation, IOPC Regional Director Sarah Green said: "As a result of learning from Sean Rigg's case, we undertook a critical review of the way in which we investigated deaths following police contact, which has transformed the way that we now approach these investigations.

"We are working closely with the Ministerial Board on Deaths in Custody, looking across the entire system including the misconduct, coronial and criminal justice systems, to identify and eliminate unnecessary delay for those bereaved families who are seeking answers for the death of a family member.

"We recognise that timeliness is a priority and we are working hard to conclude a very small number of long-running cases which predate the IOPC."

new regime – it is difficult to find anything positive to say about the conduct of the IPCC in this case."

Mr Reynolds continued: "One investigator asked the question: 'What was a normal arrest in Brixton in 2008?' Investigators were also obsessed with their 'spinning in the van' theory, hiring

IOPC head ‘walks in the shoes’ of officers to gain an insight into frontline pressures

The head of police watchdog, the Independent Office for Police Conduct (IOPC), has spent the past year ‘walking in officers’ shoes’ to learn about the pressures on the frontline.

Director General Michael Lockwood, who joined the reformed organisation in 2018, has spent time with custody officers, response teams, firearms officers and in contact centres in order to understand the strains of the job.

Addressing reps at the second day of the PFEW conduct seminar he delivered a pithy snapshot of life in a police service that has lost nearly 22,000 officers since 2010.

Mr Lockwood said: “I do not want ‘independence’ to mean an organisation which is cold and detached. I want both myself and my staff to have a better understanding of what it feels like to be a beat officer, custody sergeant or firearms officer. That doesn’t mean we can’t develop relationships with Federation reps or talk to bereaved families.

Mutual respect

“But we need to understand the impact of demand on police officers. I really want us to have a mutual respect for each other. I appreciate that will take time and there will bumps in the road, but we need to have that understanding.”

Mr Lockwood has spent months travelling the length and breadth of England and Wales, working alongside different disciplines.

“I know that issues of mental health and domestic abuse are becoming bigger. On one shift, six out of the eight hours were spent dealing with mental health issues. Policing is the first resort and the last resort.

“I’ve also spoken to response drivers – clearly the levels of stress there are huge; they seem to go from one job straight to the other and barely have enough time to do the paperwork.

“I also spent time with a firearms officer who took an hour and a half to get to the job, then an hour and a half



IOPC Director General Michael Lockwood has been spending time with frontline officers across England and Wales

to get back – I was concerned about tiredness.” He called the pace of 999 call centres “relentless”.

Mr Lockwood said he inherited 544 ‘legacy’ investigations from the IOPC’s predecessor the Independent Police Complaints Commission (IPCC), of which 80 per cent had been dealt with.

In a nod to the 11-year length of the probe into the five Met officers involved in the 2008 death in custody of musician Sean Rigg, who were finally exonerated in this year, he said he was happy to publicly apologise to them. And he stated the IOPC were improving in the timeliness and quality of their investigations, with 80 per cent now complete within 12 months – a rise of 20 per cent over the previous year; a third of those were finished within six months. The closure rate was also up 60 per cent on the previous year.

He felt relationships with Federations were improving but said there was still work required. “It’s like getting a nice new

car but under the bonnet there is stuff to do,” he commented.

Genuine mistake

He wanted to focus investigations on “genuine misconduct, not areas where there was performance requiring improvement (PRI) or cases where officers had made a genuine mistake.” However, he added that PRI should follow a proper procedure, not “just getting called in for a chat”.

And he named six key areas which he wanted the IOPC to focus on in the future: abuse of authority for sexual gain; discrimination; mental health (for example deaths or serious incidents in custody); road traffic collisions; domestic abuse; and near misses in custody.

“A key area of focus should be about saving lives,” said Mr Lockwood. “If we can find ways of sharing the learning and save one, two or three lives a year then that will be worth it.”

Scrapping prison sentences of less than 12 months would be ‘absurd’

Scrapping 12-month or less prison sentences would be absurd without investment in policing and probation services, and could render the new Assaults on Emergency Workers (Offences) Act useless, says Police Federation of England and Wales (PFEW) National Chair John Apter.

On April 3 the House of Commons Justice Select Committee released its full report addressing concerns over the growing prison population and re-offending. It concurred with the Government’s view that ineffective prison sentences of less than six months should be removed, while further suggesting this should be extended to include 12-month sentences.

Ignoring justice

PFEW National Chair Mr Apter, said: “First and foremost, this is all driven by cost saving, it’s not driven by the needs of the victim who must be at the heart of any decisions – to ignore them is to ignore justice. We talk about prison overcrowding and the pressure this adds to the prison system. The simple solution is to build more prisons. Sadly, it’s clear that with the current Government this is not going to happen.”

Mr Apter continued: “What we need is a full review and reform of the criminal justice system; people are being sent to prison who shouldn’t be and visa-versa. This is perverse, and it is wrong.”



Removing shorter prison sentences would ignore the needs of victims of crime, says PFEW National Chair John Apter

Picture © Mark Harvey / Alamy

Re-offending currently costs the Government £15bn a year – resulting in less funding for rehabilitative initiatives which would help curb this issue, the report said.

The prison population has grown significantly from 44,246 in 1993 to 82,384 as at December 2018, but has remained relatively stable since 2012. However, the amount spent on prisons has fallen in recent years, it added – advising the Treasury to keep in mind the implications in the run up to the next spending review.

“First and foremost, this is all driven by cost saving, it’s not driven by the needs of the victim who must be at the heart of any decisions – to ignore them is to ignore justice.”

John Apter

National Chair, PFEW

Survey to uncover impact of single crewing on officers

Police officers are needed to take part in a survey intended to record their views and experiences of being single and double crewed.

Mary Elliott-Davies, a researcher for the Police Federation of England and Wales (PFEW), wants to build an evidence base as part of her PhD studies, which can be used to influence policy makers and senior police leaders.

Mary said: “We know from the latest PFEW *Demand, Capacity and Welfare Survey* that single crewing may be on the rise for

frontline officers, often as a way to maintain public visibility and geographic cover as the number of officers falls. I want to know how crewing levels affect how police officers think, feel and act.”

Frontline officers who volunteer to take part in the survey complete a 10-minute questionnaire, briefly record their thoughts at the end of each shift during a two-week period, via a mobile phone app, and complete an exit questionnaire. You can take part by downloading ‘RH Cops and Crewing’ from your App store, or by emailing Mary direct: PDTL003@live.rhul.ac.uk

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The five stages of divorce – what to expect when going through a divorce (Part 2)

4: Finances

The issue of finances is often one of the most complex matters for people to deal with. Whatever the length of the relationship, the basic steps people should take are simple, and following legal guidance can not only help in maintaining an amicable relationship with your former partner, but it can also keep your legal costs to a minimum.

While obtaining your decree absolute – the document you receive from court which legally ends your marriage – is the ultimate goal in a divorce, this doesn't deal with the matrimonial finances. There's an entirely separate process that must be followed to ensure no further claims may be made by your former spouse against your finances. The divorce process is instigated by the presentation of a petition to the court; however, any application for a financial remedy will require a separate application.

5: Children

The first concerns that parents who decide to separate have is usually the arrangements for the children. The key issues include how children are going to be told about their parents' separation, and the best way for them to be supported through the process. And one particularly difficult area of agreement is often the question of how the children's time will be divided between parents once they've established separate households.

Arrangements for children can be one of the most contentious and emotive issues for separating parents, and as a consequence, the same arrangements are frequently the source of more serious and profound disagreements.

It's crucial when addressing arrangements for the future to do everything possible to limit the stress and anxiety generated for the benefit of both the adults and children.

If you'd like specialist advice from a family lawyer please contact Slater and Gordon on 0808 175 7710 and we'll be happy to help.

Shocking footage shows frontline reality

Harrowing stories of police bravery in the face of extreme danger featured recently in a four-part series broadcast by Channel 5.

'Police Code Zero: Officer Under Attack' was produced in collaboration with the Police Federation of England and Wales (PFEW) and used bodycam footage and first-hand accounts to reveal how far suspects will go to evade justice.

Code zero is the emergency response call issued by officers when requiring immediate assistance.

Nearly a million viewers tuned in to watch the first episode, which included footage of an officer being violently assaulted during a routine traffic patrol and a suspect biting a police dog.

"We need legislators, the Crown Prosecution Service and magistrates to take the toughest stance on those who assault police officers."

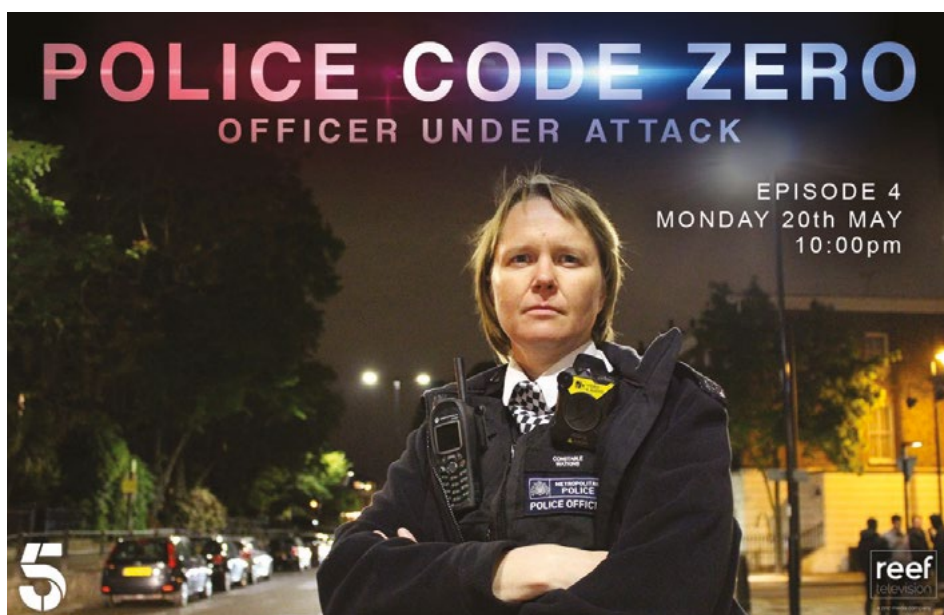
John Apter

National Chair, PFEW

The PFEW's latest Demand, Capacity and Welfare Survey showed that 66 per cent of officers were subjected to an unarmed, violent attack in 2018 and 31 per cent experience these attacks on a monthly basis.

The proportion of respondents who required medical attention as a consequence of work-related violence has increased by more than eight per cent since 2016, from 20.2 to 21.9 per cent.

John Apter, National Chair of the PFEW, said: "The seriousness and frequency of assaults on police officers is vastly under reported. We campaigned for a change in legislation for tougher sentencing for those who assault emergency service workers. This came into effect last November, but there is far more to be done. We need legislators, the Crown Prosecution Service and magistrates to take the toughest stance on those who assault police officers."



(From top) PC Lorna Watkins, PC Gareth Greaves and Police Dog Theo, and PC Lucie Grey were among the officers who shared their brutal experiences of frontline policing on Channel 5's new four-part series, Police Code Zero

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Damned if you do, damned if you don't...

The recent media coverage of Extinction Rebellion and other protests led to some interesting issues.

Police were slated for taking no action to remove the thousands of protesters blocking key points in London, then when we did the number of officers needed was criticised. Anyone who has tried to remove a protester will tell you it's not a one-person job. Add on specialist removal teams, transport, custody and prisoner handling, and backfill to cover business as usual, and the number of officers and staff needed for just one prisoner – without constant observations or complications – becomes difficult to calculate.

Then we have the officer filmed skateboarding, others prior to this event waving flags at a protest and officers using a trampoline during a drugs bust and it becomes difficult to stay impartial and show we are busy and strapped for staff.

I don't blame the individuals; at certain events we encourage engagement, as hungry media teams want the latest ice bucket/running man/flossing video to go viral. Waving a flag at one event is a good thing to do, and at the next it could be perceived we are taking sides.

What is needed too is strong media and political savvy supervision at all levels, but especially by sergeants and inspectors. Everyone is a citizen journalist and one

minor mistake is magnified or an edited piece of footage easy to misunderstand.

Years ago I received media training, and can say it's one of the best courses I have attended as an officer. I'm happy talking to media, understand boundaries and know when to give my media team a heads up to get ahead of the game. My best tip? Feed the sharks, if you don't they will find something else to eat.

As suggested on my twitter account, I think there is a place for operationally competent, politically aware officers who can host media, partner agencies, complainants, people wanting to join and others who are interested in our work. This would be a secondary skill and would need genuine officers, not corporate clones. They could take people out on a shift and show what we do, the hard decisions, the long hours and also the funny human side. I think very few people after a ride along would be willing to say we are lazy, only concentrate on one topic and have enough resources.

I can see it being a long hot summer; Extinction Rebellion hasn't gone away and has shown us a new type of protest. President Trump is visiting (and will have gone by the time this is published) and Brexit has been delayed. Hopefully we will have all learnt from previous protests and ensure that staff welfare is considered –



The Duty Officer

believe me, as a supervisor it's not always easy to achieve but it is my number one priority. We also need clear guidance to staff on engagement and when and how to do it. Maybe we should all have media training? Just please don't make it an NCALT package.

 Follow me on Twitter @TheDutyOfficer1

Nick O'Time

Colin Whittock



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